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Experiences in collecting and using gender indicators for policymaking

Indicators of Gender Equality

Note by the Task Force on Indicators of Gender Equality

Summary

This paper presents a set of 123 gender equality indicators recommended for use in member countries of the Conference of European Statisticians. The indicators are grouped in eight thematic domains inspired by the Beijing Platform for Action and categorized into headline (47 indicators) and supporting indicators (76). The proposals are based on the consideration of policy needs, existing indicator frameworks, relevance to the measurement of gender equality and international availability.

Section I of the report includes the framework for indicator selection, section II presents the summary of the proposed indicators, and section III provides an overview of issues requiring further work.

I. Introduction

A. Background and objective

1. The need to monitor progress towards internationally agreed gender-related policy goals has led to the proliferation of indicators. The 2010 United Nations Economic Commission for Europe (UNECE) Work Session on Gender Statistics recognized that it is important to review the indicators developed for monitoring internationally agreed policy

agendas with a strong gender dimension and to identify the key indicators that member countries of the Conference of European Statisticians (CES)[1] would be able to produce. Such a review would assess the indicators' suitability for describing major gender inequalities, for monitoring gender-relevant policies, their regular availability and comparability across countries.

2. In November 2010, the UNECE Task Force on Indicators of Gender Equality was set up to tackle these issues. The aim was to improve the monitoring of gender equality by consolidating and systematizing the existing proliferation of gender relevant statistical indicators, including developing a framework for grouping indicators by domain and a hierarchy of indicators (headline and supporting indicators in each domain), and by proposing measurement approaches where internationally consistent measures are lacking.

3. This paper contains the main results of this work. At its October 2013 meeting, the CES Bureau decided to send the full report, including an annex with detailed considerations for the selection of indicators, to all CES member countries for electronic consultation. If the outcome of the consultation will be positive, the report will be submitted to the CES 2014 plenary session for endorsement.

4. The report was prepared by the Task Force on Indicators of Gender Equality, which consisted of the following members: Cristina Freguja (Istat, Italy, Chair of the Task Force), Dean Adams and Rajni Madan (Australian Bureau of Statistics), Yafit Alfandari (Central Bureau of Statistics, Israel), Sara Demofonti, Lidia Gargiulo, Paola Ungaro and Maria Giuseppina Muratore (Istat, Italy), Marion van den Brakel (Statistics Netherlands), Maria José Carrilho (Statistics Portugal), Teresa Escudero (National Statistics Institute, Spain), Karen Hurrell (Equality and Human Rights Commission, United Kingdom), Ilze Burkevica, Ligia Nobrega and Anna Rita Manca (European Institute for Gender Equality), Piotr Ronkowski and Sabine Gagel (Eurostat), Adriana Mata Greenwood (International Labour Organization), Andres Vikat, Christopher Jones and Mihaela Darii-Sposato (UNECE).

5. The report has been discussed and agreed by the entire Task Force. Some organizations took the primary responsibility of drafting certain chapters, as follows:

- Statistics Netherlands – Poverty
- National Statistics Institute, Spain – Education
- Australian Bureau of Statistics – Health
- Istat, Italy – Violence
- Central Bureau of Statistics, Israel and UNECE – Economy
- UNECE – Power and decision-making, Media, Childhood and adolescents

[1] The Conference of European Statisticians is composed of national statistical organizations in the UNECE region (for UNECE member countries, see http://www.unece.org/oes/nutshell/member_states_representatives.html) and includes in addition Australia, Brazil, Chile, China, Colombia, Japan, Mexico, Mongolia, New Zealand and Republic of Korea. The major international organizations active in statistics in the UNECE region also participate in the work, such as the statistical office of the European Commission (Eurostat), the Organization for Economic Cooperation and Development (OECD), the Interstate Statistical Committee of the Commonwealth of the Independent States (CIS-STAT), the International Monetary Fund (IMF) and the World Bank.

- Statistics Portugal – Human rights
- European Institute for Gender Equality – Environment
- Eurostat – Demographic background

6. In this paper, section I includes the framework for indicator selection, section II presents the summary of the proposed indicators, and section III provides an overview of issues requiring further work. The full report includes detailed considerations for the selection of indicators are presented by topic. The rationale for the choice of indicators for each topic is explained with reference to the gender issues related to the topic, data availability, existing indicator frameworks and the criteria for indicator selection.

7. The proposed indicators aim at consistency with other indicator frameworks, such as the Global Minimum Set of gender indicators developed by the Inter-agency and Expert Group on Gender Statistics, the indicators for monitoring Millennium Development Goals, EU indicators for the Beijing Platform for Action and OECD indicator frameworks. Participation of the European Institute for Gender Equality (EIGE, located in Vilnius, Lithuania) in the Task Force ensured exchange of information with EIGE's work on the EU Gender Equality Index that evolved in parallel.

B. Framework

8. In recent years, the demand for statistical information by the media, policymakers and the scientific world has grown considerably together with the rapid and substantial changes that have characterized the lifestyles of men and women in the society. For this reason, the national statistical offices are facing a growing demand for more timely and detailed statistics.

9. Statistics and indicators that reflect the realities of the lives of women and men are needed to describe their role in the society, economy and family, formulate and monitor policies and plans, monitor changes, and inform the public. Gender indicators have the function of pointing out gender-related changes in society over time, and therefore to measure whether or to what extent gender equality is being achieved. The compilation of gender equality indicators relies on international monitoring initiatives and takes into account the existing demand for statistical information in this field at national and international levels.

10. The Inter-agency and Expert Group on Gender Statistics under the United Nations Statistical Commission has established a minimum set of gender indicators for international compilation worldwide, to provide a basis for monitoring gender issues on the global level[2]. This Global Minimum Set contains the minimum common denominator for statistics on gender equality and women's empowerment. It is expected to be the basis for regional and national exercises of indicator development. The indicator set presented here incorporates the great majority of the indicators of the global minimum while including many in addition. The few Global Minimum Set indicators that are not included either are not relevant for most CES member countries or can be substituted with a more precise indicator available for most if these countries.

[2] Gender statistics: Report of the Secretary General. Annex II: Minimum set of gender indicators, United Nations, 2012

C. Selection criteria

11. The criteria for indicator selection were the following:

- The indicator clearly addresses a relevant policy issue related to gender equality and/or women's empowerment;
- The indicator is relevant to the CES member countries;
- The indicator is conceptually clear, easy to interpret, and has an agreed international definition;
- The indicator is sensitive to changes and changes in the value of the indicator have a clear and unambiguous meaning;
- The indicator is feasible, robust and reliable;
- The indicator is comparable over time and enables international comparison.

12. An essential feature of this set of indicators is the hierarchy of headline and supporting indicators. The headline indicators cover the most essential aspects. Their purpose is to provide simple and clear information to decision-makers and the public about progress towards internationally agreed gender-related policy objectives. The supporting indicators provide further information on more specific aspects of gender equality. They are valuable to achieve a deeper comprehension of the phenomenon.

13. Gender indicators, whether headline or supporting, are not merely statistics on men and women. They highlight the contributions of men and women to the society, their different needs and problems. A set of indicators that covers all relevant aspects is necessary, because in isolation, the interpretation of some indicators may be misleading. For example, the traditional focus on labour statistics has mainly been on employment and unemployment, but there is now a growing awareness that looking only at gender disparities in the work environment is insufficient. Gender inequality at the labour market can be underestimated if only employment and unemployment rates are included in the analysis. In fact, the employment rate can increase and unemployment rate can decrease at the cost of the growth of female inactivity, because these rates do not take into account the discouragement of women who give up looking for a job.

D. Domains

14. The Beijing Platform for Action (BPA)[3] is taken as a starting point for identifying the domains of gender equality, because it provides an internationally agreed framework for establishing a relationship between the indicators and the policy concerns. Indicators are proposed in the following domains:

- Poverty (area A of BPA);
- Education and training (B);
- Health (C);
- Violence against women (D);
- Economy, including the labour market and work-and-family issues (F);
- Women in power and decision-making (G);
- Media (J);

[3] Beijing Platform for Action, United Nations, 1995

- Environment (K);
- The girl child (L).

15. Domain E of BPA, "Women and armed conflict" is less relevant for the CES member countries and will not be considered in this framework. In domain H, "Institutional mechanism for the advancement of women", no indicators would require statistical methods for monitoring. This domain was therefore considered to be beyond the scope of the present set of statistical indicators.

16. The BPA promotes the human rights of women and girls through the full implementation of all human rights under Domain I, "Human rights of women", including civil, cultural, economic, political and social rights, including the right to development). This topic was considered, with the conclusion that the human rights aspects are covered under other domains and no additional indicators need to be proposed under this domain.

17. As general background information relevant to the present indicator set, a few indicators describing the demographic situation have been selected.

18. Although not explicitly addressed in BPA, the topic of power and decision-making in the household was deemed highly relevant for CES member countries. Different policy documents of the United Nations have called for designing programmes to address unequal decision-making powers within families and to support men's and women's joint control of household assets and joint household decision-making to guarantee adequate livelihoods for their families[4,5]. This topic is therefore included.

II. Proposed indicators

19. An overview of the selected headline and supporting indicators is displayed below in tabular format. Headline indicators are numbered using the convention that the first number represents the domain to which the indicator relates, and the second number is the number of the headline indicator, so that indicator 1.3 is the third headline indicator in the first domain (Poverty).

20. Supporting indicators are additionally identified with a third number, such that 1.3.1 is the supporting indicator for the headline indicator 1.3.[6] Given the remit of the Task Force to harmonise its recommended indicators with existing gender indicator frameworks and policy commitments, columns are displayed detailing the relevant indicators from the Global Minimum Set, as well as BPA Strategic Objectives.

21. Since the purpose of the indicators is to measure gender equality, each indicator is to be calculated separately for men and women. The specification "by sex" is not repeated in the name of the indicator.

[4] United Nations General Assembly. Follow-up to the tenth anniversary of the International Year of the Family and beyond. Report of the Secretary-General. 29 November. A/66/62–E/2011/4.

[5] United Nations General Assembly. Preparations for and observance of the twentieth anniversary of the International Year of the Family in 2014. Report of the Secretary-General. 11 November. A/67/61–E/2012/3.

[6] Where a supporting indicator exists without reference to a headline indicator, it is numbered corresponding to a "dummy" headline indicator. For example, indicator 1.4.1 is a standalone supporting indicator. Following this numbering system, headline indicators always have duplex numbering, and supporting indicators have triplex numbering.

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
Poverty			
1.1	A country's most commonly used poverty indicator	—	A1, A2
1.1.1	A country's most commonly used poverty indicator, by age	—	A1, A2
1.1.2	A country's most commonly used poverty indicator, by household type	—	A1, A2
Relative poverty			
1.2	At-risk-of-poverty-rate	—	A1, A2
1.2.1	At-risk-of-poverty-rate, by age	—	A1, A2
1.2.2	At-risk-of-poverty-rate, by household type	—	A1, A2
Absolute poverty			
1.3	Rate below basic-needs level	—	A1, A2
1.3.1	Rate below basic-needs level, by age	—	A1, A2
1.3.2	Rate below basic-needs level, by household type	—	A1, A2
1.4.1	Proportion of people living below the 'one-dollar-a-day' level	—	A1, A2
Material deprivation			
1.5.1	Proportion of people living in households who lack at least four out of nine EU-items on material deprivation	—	A1, A2
Education			
Enrolment			
2.1	Tertiary gross enrolment rate	23, 24	B1
2.2	Upper secondary gross enrolment rate	22, 24	B1
2.3.1	Lower secondary net enrolment rate	22, 24	B1
2.3.2	Primary net enrolment rate	21, 24, 27	B1, L4
Lifelong learning			
2.4.1	Lifelong learning	—	B3, B6
Graduation			
2.5	Graduation rate in tertiary education	—	B1
2.6	Share of female graduates in science, engineering, manufacturing and construction	25	B3, B4, L4
2.6.1	Share of female graduates in science, engineering	—	B3, B4, L4
2.6.2	Share of female graduates in manufacturing and construction	—	B3, B4, L4
2.7	Graduation rate in upper secondary education	—	B1
2.7.1	Graduation rate in lower secondary education (ISCED 2)	29	B1
Level of education and literacy attained			
2.8	Distribution of 25-64 years old, by highest level of education attained	31	B1
2.8.1	Distribution of 30-34 years old, by highest level of education attained	—	B1
2.8.2	Literacy rate of persons aged 15-24 years	—	B2

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
Others			
2.9	Young people (aged 18-24) not in employment and not in education and training	—	B2
2.10	Proportion of females among third level teachers or professors	26	B4, L4
Health			
Health Status			
3.1	Healthy life years at birth	—	C1, C2
3.1.1	Causes of mortality (death rate): • cerebrovascular disease • ischaemic heart disease • circulatory system disease • suicides • motor vehicle accidents • external causes of injury • poisoning and accidents by age group	42	C1, C2
3.1.2	Infant mortality rate	—	C1, C2
3.1.3	Maternal mortality rate	34	C1, C2
3.1.4	Prevalence of HIV/AIDS, 15-24 year olds	39	C1, C2
Determinants of health			
3.2	Smoking prevalence	37	C2
3.2.1	Smoking prevalence , by age group	37	C2
3.3	Proportion of adults overweight or obese	38	C2
3.3.1	Proportion of adults overweight or obese, by age group	38	C2
Violence			
Physical violence			
4.1	Rate of women/men aged 15-49 years, subjected to physical violence in the last 12 months	Similar to 48, 49	D1, D2
4.1.1	Rate of women/men aged 15-49 years, subjected to physical violence in the last 12 months, by frequency (every day or nearly every day, once or twice a week, once or twice a month, less than once a month), severity and sex of perpetrator	Similar to 48, 49	D1, D2
4.2	Rate of women/men aged 15-49 years, subjected to physical violence during lifetime	—	D1, D2
4.2.1	Rate of women/men aged 15-49 years, subjected to physical violence during lifetime, by frequency (once, few times, many times), severity and sex of perpetrator	—	D1, D2
Sexual violence			
4.3	Rate of women aged 15-49 years, raped in the last 12 months	Similar to 48, 49	D1, D2

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
4.4	Rate of women aged 15-49 years, raped during lifetime	—	D1, D2
Psychological and economic violence			
4.5.1	Rate of women/men aged 15-49 years, subjected to psychological violence in the past 12 months by the intimate partner	—	D1, D2
4.6.1	Rate of women/men aged 15-49 years, subjected to economic violence in the past 12 months by the intimate partner	—	D1, D2
Violence by the partner			
4.7	Rate of ever-partnered women/men aged 15-49 years, subjected to sexual and/or physical violence by current or former intimate partner in the last 12 months	Similar to 48, 49	D1, D2
4.7.1	Rate of ever-partnered women/men aged 15-49 years, subjected to sexual and/or physical violence, by frequency (every day or nearly every day, once or twice a week, once or twice a month, less than once a month) and severity	Similar to 48, 49	D1, D2
4.8	Rate of ever-partnered women/men aged 15-49 years, subjected to sexual and/or physical violence by current or former intimate partner	—	D1, D2
4.8.1	Rate of ever-partnered women/men aged 15-49 years, subjected to sexual and/or physical violence, by frequency (once, few times, many times) and severity	—	D1, D2
4.9	Rate of women/men aged 15-49 years, killed by an current or a former partner in the last 12 months	—	D1, D2
Stalking			
4.10	Rate of women/men aged 15-49 years, who have been stalked, by stalking behaviour	—	D1, D2
4.10.1	Rate of women/men aged 15-49 years, who have been stalked, by type of perpetrator (current partner, former partner, other known person, unknown person) and sex of perpetrator		D1, D2
Under reporting			
4.11	Rate of women/men aged 15-49 years, subjected to sexual and/or physical violence who did not report the crime to the authorities/to the police	—	D2
Violence in childhood			
4.12.1	Rate of women/men subjected to sexual violence in childhood (occurring before sixteen years old)	—	D1, D2

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
Economy			
Labour force participation			
5.1	Inactivity rate	3	F1, F2
5.1.1	Inactivity rate, by age	3	F1, F2
5.1.2	Inactivity rate, by reason for inactivity	3	F1, F2
5.1.3	Inactivity rate, by family context	3	F1, F2
Employment			
5.2	Employment rate	—	F1, F2
5.2.1	Employment rate of 25-64 year-olds, by sector of the economy	—	F1, F2
5.2.2	Employment rate of 25-64 year-olds, by family context	—	F1, F2
5.3	Status in employment (employees, own-account workers, employers and family workers)	4, 5, 6	F1, F2, F5
5.3.1	Status in employment (employees, own-account workers, employers and family workers), by family context	4, 5, 6	F1, F2, F5
5.4	Minimum number of occupations that account for half of the total employment	—	F1, F2, F5
5.5	Hourly gender pay gap	13	F1, F2
5.5.1	Hourly gender pay gap, by education	13	F1, F2
5.6	Proportion of employed working part-time	14	F1, F2
5.6.1	Proportion of employed working part-time, by age, family context	14	F1, F2
5.7	Proportion of employed in time-related underemployment	—	F1, F2
5.7.1	Proportion of employed in time-related underemployment, by family context and age of youngest child	—	F1, F2
5.8	Informal employment of workers in the non-agricultural sector	9	F1, F2, F5
5.8.1	Informal employment of workers in the non-agricultural sector, by family context	9	F1, F2, F5
5.9	Unemployment rate	10	F1, F2
5.9.1	Unemployment rate, by age	10	F1, F2
Entrepreneurship			
5.10	Proportion of employed who are employers	7	F1, F2, F5
Unpaid work and work-life balance			
5.11	Proportion of workers working over 50 hours per week	—	F1, F2, (F5), F6
5.11.1	Proportion of workers working over 50 hours per week, by family context	—	F1, F2, (F5), F6
5.12	Average hours spent in total work (paid and unpaid work)	2	F1, F2, F6
5.12.1	Average hours spent in total work (paid and unpaid work), by family context	2	F1, F2, F6

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
5.13	Average hours spent in unpaid work[7]	1	F1, F2, F6
5.13.1	Average hours spent in unpaid work, by type of unpaid work and family context	1	F1, F2, F6
5.14	Employment rate of 25-49 year-olds	15	F1, F2, F6
5.14.1	Employment rate of 25-49 year-olds, by age of youngest child	15	F1, F2, F6
5.15	Proportion of children under age three in formal care	16	F1, F2, F6
Power and decision-making in society			
Representation of men and women in different social decision-making roles			
6.1	Female legislators, senior officials and managers (% of total)	—	G1, G2
6.1.1	Women's share of ambassadors	—	G1, G2
6.1.2	Women's share of central bank board members	—	G1, G2
6.1.3	Women's share of constitutional court members	—	G1, G2
6.1.4	Women's share of core ministers		G1, G2
6.1.5	Women's share of government ministers	43	G1, G2
6.1.6	Women's share of heads of universities	—	G1, G2
6.1.7	Women's share of journalists	—	G1, G2
6.1.8	Women's share of judges	47	G1, G2
6.1.9	Women's share of members of municipal councils or other local area governing bodies	—	G1, G2
6.1.10	Women's share of members of national parliament	44	G1, G2
6.1.11	Women's share of managerial positions	45	G1, G2
6.1.12	Women's share of police officers	46	G1, G2
6.1.13	Women's share of researchers	—	G1, G2
6.1.14	Women's share of senior level civil servants	—	G1, G2
6.1.15	Women's share of governing bodies of the Labour Confederations	—	G1, G2
6.1.16	Women's share of governing bodies of the Employer Confederations	—	G1, G2
Power and decision-making in the household			
Organisation of household finances, work, and participation in other household decision-making			
6.2	Percentage of women in a co-residential partnership who state that their partner or spouse manages all the money and gives them their share	—	—
6.3	Percentage of women in a co-residential partnership who state that their partner or spouse always or usually makes decisions in the household on the following issues: • large household purchases • routine household purchases • the time she spends in paid work • way of child raising (for couples with children only)	—	—

[7] Housework and child/family members care, unpaid family work

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
	• social activities		
6.4.1	Percentage of women's incomes on partners[8] incomes	—	—
6.5.1	Percentage of women's time spent in unpaid work on partners time spent in unpaid work[9]	—	—
Media			
Media Use			
7.1	Proportion of individuals using mobile/cellular telephones	18	J1
7.2	Proportion of individuals using the Internet (both weekly, and over last 3 months)	17	J1
Stereotypes and portrayal of men and women			
7.3.1	Attitudes of women and men, with regard to the following opinions: • When parents are in need, daughters should take more caring responsibility than sons • If a woman earns more than her partner, it is not good for the relationship • On the whole, men make better political leaders than women • Women should be able decide how to spend money without asking partner • When jobs scarce, men more right to job than women	—	J2
Environment Representation of women amongst environmental scientists and decision-making bodies			
8.1	Proportion of women among government representatives to climate change decision-making bodies at the international level	—	K1
8.2.1	Proportion of women tertiary graduates of total graduates (ISCED levels 5 and 6) in natural sciences and technologies	—	K1
Children and adolescents			
Early marriage and sexual activity			
9.1	Number of 20-24 year old women who were married before age 18	51	L2, L3, L9
9.2	Proportion of young people aged 15-19 years who had sex before age 15	—	L2, L3, L5
9.3	Adolescent fertility rate (15-19 years olds)	52	L2, L3, L5
Self-esteem or self-image			
9.4.1	Percentage of underweight adolescents (15-19 year-olds)	—	L2, L3, L5
Violence in childhood			
9.5.1 (also 4.12.1)	Rate of women/men subjected to sexual violence in childhood (occurring before sixteen years old)	—	L3, L7, L9, (also D1, D2)
9.6.1	Female genital mutilation	50	L1, L2, L3,

[8] Dual earners

[9] Housework and child/family members care, unpaid family work

Indicator number	*Indicator*	*Relevant global min set indicator*	*Relevant BPA strategic objective*
			L5, L7, L9
9.7.1	Child discipline	—	L2, L3, L7, L9
Demography			
10.1.1	Sex ratio for total population	—	Multiple domains
10.1.2	Sex ratio for population aged 65 and over	—	Multiple domains
10.1.3	Life expectancy at birth	—	Multiple domains
10.1.4	Life expectancy at age 65	41	Domain C
10.1.5	Infant mortality rate	—	Domain C
10.1.6	Mean age at first marriage	—	Multiple domains
10.1.7	Mean age of women at birth of first child	—	Multiple domains
10.1.8	Total fertility rate	—	Multiple domains

III. Issues requiring further work

A. Proposals for enhancing the UNECE Gender Statistics Database

22. It would be desirable to update the contents of the UNECE Gender Statistics Database so that it includes all the headline indicators proposed here. This may involve some degree of modification or rationalisation of existing data tables, where the proposed indicators differ from those already available.

23. The feasibility of collecting data on those headline indicators that are currently not represented in the UNECE Statistical Database needs to be investigated. This has to consider:

(a) Availability of such data in other international databases and periodicity of their updating

(b) Resources available to the UNECE Statistical Division for maintaining and collecting the additional data

(c) Response burden to national statistical organizations

(d) Feasibility to collect data retroactively to achieve the same kind of time series as with the existing data in the UNECE Database.

B. Methodological and data issues

24. The following areas have been identified as meriting further methodological work, which are grouped according to the relevant section heading.

1. Poverty

25. The difficulty in the measurement of poverty necessitates further work on the following issues:

- Inclusion of social transfers in kind in income estimates (e.g., the Canberra concept of income);
- Creation of meaningful measures of poverty that take into account the financial (in)dependence of people, other than measures at household level, and considering how to get more detailed breakdowns (by sex, by sex and age, by sex and household type) of existing poverty indicators. The lack of other than household-level measures of poverty is a particular impediment in measuring the gender differential in poverty;
- Combining of income, and consumption and wealth measures, following the completion of the work of the OECD Expert Group on Income, Consumption and Wealth.

2. Violence

26. In addition to the violence indicators defined in this paper, further work is required in some aspects that are insufficiently considered from the perspective of more developed countries. These indicators concern reporting behaviour, stalking and violence in childhood.

(a) Reporting

27. The violence that is not reported to authorities was among the topics considered by the Friends of the Chair of the United Nations Statistical Commission on Statistical Indicators on Violence against Women. They exchanged views on the importance of obtaining data on unreported physical and sexual violence, as the reasons for not reporting vary widely according to certain characteristics of the victim or the perpetrator, which has great implications for policy formulation.

28. The Friends of the Chair group decided that this issue would be better addressed as an additional variable, rather than an independent indicator. Consequently, they introduced it as a dimension, at the same level as frequency and severity, to be collected for the four indicators on physical and sexual violence. Nevertheless, in order to point out a minimum set of recommended indicators, we chose to consider a single indicator on the underreporting.

(b) Stalking

29. Stalking is a relevant phenomenon within the framework of violence against women. It is a type of violence itself and it is a strong predictor for further and severe violence.

30. We strongly recommend defining a stalking indicator; even if there will be some difficulties in identifying consistent definitions. Some countries have different national legal definitions, but our aim is to give a statistical definition that represents well the persecution behaviour.

31. Stalking can be described as persecutory behaviour that frightens the victim and can assume different forms: unwanted gifts, unwanted contacts (e.g., trying to talk to a woman in a nagging way against her will, repeatedly asking for an appointment to meet her, waiting for her outside home or at school or at the workplace, sending messages, phone calls, e-mail, mails) and other forms of control (following or spying on her). Stalking can be from anyone, but the most severe form is the stalking that happens in the framework of an intimate relationship, generally from a former partner around the time of separation. Nevertheless, recent studies have shown that stalking is also frequent by other persons (other than partners) and for this reason, stalking by anyone should also be collected.

(c) Sexual violence in childhood

32. Violence in childhood is an important topic to study as well as a significant predictor of violence suffered in adult life. It is very difficult to carry out surveys regarding violence in childhood and to survey young people and children at the time violence occurred. Therefore, retrospective strategies can be used and an indicator can be the percentage of women sexually abused before age 16. This indicator is used in many countries, because it is easier to tell ex-post the childhood violence experience, rather than to speak about it at the time of occurrence.

33. The Friends of the Chair group considered pertinent to make a clear distinction between indicators on current child abuse and adult women who were abused in their childhood. It concluded that only the latter falls within the scope of its mandate and agreed to limit it to sexual violence, given that physical violence during childhood is not necessarily associated with gender.

(d) Health

34. Many of the indicators identified in this section are based on basic health issues, developed to guide progress in developing countries. For the CES member countries, some of these issues have strong policy relevance while others do not.

35. The review of potential indicators did not identify an indicator that considers the role of a country's health system in determining health outcomes. Many of these indicators lacked relevance or widespread availability in CES member countries. The most relevant indicators among those identified considered access to health care issues and unmet health care needs. However, such indicators would require further methodological work in order to be considered in this indicator set. Other indicators related to issues that may affect developed health systems such as polypharmacy could further be considered in this area.

36. Further work should also look at developing comparable indicators across CES member countries that address more sophisticated health policy areas, such as monitoring disabilities, mental illnesses and long-term health conditions that can impact on the human function. Health determinants typical for developed countries, such as lack of physical activity, could also be considered in an indicator set for the CES member countries.

(e) Power and decision-making in society

37. The source(s) of the proposed indicators for the representation of women and men in governing bodies of the labour confederations and employer confederations have not yet been identified. Since these mirror the indicators proposed within the EU indicators for the BPA, it is expected that the source for these indicators will be subsequently established for EU countries. No such mechanism is yet known for other CES member countries.

(f) Power and decision-making in the household

38. Further work on establishing a robust statistical indicator of gender equality related to decisions to have children would be of merit, given the importance of this issue to the CES member countries, both in terms of those constraints external to the family (e.g. income, childcare), and in terms of decision-making between partners. Such work would be especially useful if it led to the creation of suitable indicators on gender equality in this respect.

39. Additionally, given that the proposed indicators in this domain are from the Generations and Gender Surveys (GGS) that have limited coverage of Eastern Europe, the Caucasus and Central Asia, it would be advantageous to investigate whether proxy indicators for these indicators could be obtained from Demographic and Health Surveys

(DHS), Multiple Indicator Cluster Surveys (MICS) or the European Values Study[10] (albeit that the long time interval between surveys would preclude this from being the main source of data for the indicators).

(g) Institutional mechanisms for the advancement of gender equality

40. The European Institute for Gender Equality (EIGE) is pursuing the development of indicators on institutional mechanisms for the advancement of gender equality. Once completed, it would be useful to review the report to identify whether the indicators proposed could also be adopted beyond EU countries.

(h) Media

41. The European Institute for Gender Equality has undertaken methodological work on indicators for the Media domain. This includes women's representation in media organisations and related bodies, such as non-executive boards and regulatory bodies.

42. Once this work is completed, it would be useful to consider whether the definitions proposed in this regard could be employed beyond EU countries, taking into consideration the possibility that media-related decision-making may be structured differently in non-EU countries.

43. With regard to the topic of gender attitudes and stereotypes, more work and empirical testing is required to see how a robust index of gender attitudes could be constructed based on the items currently available from the Generations and Gender Surveys (GGS). Alternatively, one or two of the attitudes could be selected to represent the dimension of gender stereotypes.

(i) Children and adolescents

44. The BPA objective L6 "Eliminate the economic exploitation of child labour and protect young girls at work" is not addressed due to the lack of available data on both child labour and child domestic work. Some data on child labour exists, but it is not disseminated at the country level and does not take into account unremunerated domestic work. Given the international interest in this topic and its high policy relevance, we see this as an area where further methodological work and data collection would be useful.

[10] http://www.europeanvaluesstudy.eu